The City and NAPEBT are pleased to offer a comprehensive and competitive benefit package for full-time and part-time employees working a minimum of 20 hours per week.

This brochure is intended to provide a general summary of benefits. For more detailed information, please visit www.napebt.com.

GROUP HEALTH INSURANCE

Health, dental, vision, and life insurance are provided to benefit eligible employees. All eligible employees are entitled to group health care on the first day of the month following 30 days of continuous employment. Long-Term Disability benefits are also provided to all eligible ASRS members.

Health Coverage - Health Care is provided by Blue Cross Blue Shield of Arizona. The City is pleased to offer three health plans which include two PPO plans and a High Deductible Health Plan. The

Deductible Health Plan. The plans offer a \$250/\$500/\$1250 single and a \$500/\$1000/\$2500 family deductible. The plans also provide a mail order prescription drug program which is a three month supply for a two month copay. The cost of coverage may be viewed by visiting NAPEBT.com.

Those employees who choose the High Deductible Health Plan may enroll in the Health Savings Account (HSA). The HSA is a taxadvantaged account used to pay medical, dental, vision, Rx and over-the-counter medically necessary expenses funded by pre-tax contributions. The City contributes \$529.44 annually to your personal Health Savings Account or Flexible Spending Account.

The City provides a subsidy towards coverage for eligible dependents and the employee costs is pre-taxed through convenient payroll deductions.

Deferred Compensation - A 457 Retirement Plan. Is available and employees are encouraged to make additional pre-tax contributions of their own through convenient payroll deductions.

Flexible Spending Account - An FSA is a smart simple way to keep more of your take home pay while saving thousands of dollars on your medical and dependent care expenses. You save money because you don't pay taxes on the pre-tax money you set aside.

Dental Coverage - Dental care is provided by Delta Dental of Arizona. There are two (2) plan options offered to suit the needs of you and your family. Plan A (80%, 80%, 50%) or Plan B (100%, 80%, 50%) with a maximum coverage of \$2000 per person per year. A summary of the dental benefits may be viewed at NAPEBT.com. Orthodontia treatment is provided up to a lifetime maximum of \$1000 per person. Orthodontia services applies only to children between the ages of 8 and 18.

Vision - Vision Care is provided by Vision Service Plan (VSP). An exam is provided every 12 months at no cost for the employee and eligible dependents. A \$15 co-pay is required for exams. A buy-up option is available for lenses or contact lenses which are provided every 12 months and frames every 24 months. A \$25 co-pay is required for prescription glasses and there is no co-pay for contact lens.

Basic Life & AD&D Coverage – Employees are provided at no cost, life insurance & AD&D coverage in the amount of their current annual salary.

BLUE CROSS BLUE SHIELD MEDICAL PLAN OPTIONS

Summary	Buy-Up		Base		HDHP/HSA	
of Benefits	In- Network	Out-of- Network	In- Network	Out-of- Network	In- Network	Out-of- Network
Deductible	\$250	\$350	\$500	\$1,000	\$1	.,250
Individual Family	\$500	\$700	\$1,000	\$2,000	\$2,500	
Coinsurance	80%	70%	80%	60%	80%	60%
Maximum Individual	\$3,000	\$5,000	\$3,000	\$5,000	\$4,000	\$6,000
Family	\$6,000	\$10,000	\$6,000	\$10,000	\$8,000	\$12,000
Office Visit	\$15	70%	\$20 PCP \$40 SPEC	60%	80% after ded.	60% after ded.
Inpatient- Hospital	80%	70%	80%	60%	80%	60%
	after ded.	after ded.	after ded.	after ded.	after ded.	after ded.
Outpatient	80%	70%	80%	60%	80%	60%
Services	after ded.	after ded.	after ded.	after ded.	after ded.	after ded.
	\$50 then	\$50 then	\$100 then	\$100 then	\$100 then	\$100 then
Emergency Room	80%	80%	80%	80%	80%	80%
Room	after ded.	after ded.	after ded.	after ded.	after ded.	after ded.
Urgent Care	\$25	70%	\$50	60%	80%	60%
					after ded.	after ded.
Prescription Drug	\$7/20/40/80	Not covered	\$7/20/40/80	Not covered	80% after ded.	Not covered

Voluntary Life Insurance – Employees may purchase additional life insurance at their own expense through convenient payroll deductions. The cost of coverage is age rated and there is a guaranteed maximum amount of \$100,000. You have the option to purchase coverage in excess of the guaranteed amount up to \$500,000 or 5 x your annual salary, whichever is less. Coverage is also available for spouse and eligible dependent children.

Long Term Disability - The City provides Long Term Disability benefits in the event of an injury or illness and the benefit is sponsored by the Arizona State Retirement System. ASRS members are eligible to receive benefits after a six month waiting period has been satisfied. The Plan requires mandatory enrollment. The City contributes 0.50% and eligible employee contribute 0.50% of their gross pay.

EMPLOYEE WELLNESS

Employee Assistance Program (EAP) - The City recognizes that employees may have the need for personal counseling at some time or another. Six free sessions per calendar year are available to employees and dependents through this program. Additional sessions may be covered through group health insurance.

Annual Wellness Assessment - In an effort to ensure good health for employees, the City provides a complete wellness assessment at no cost. The assessment includes screening for cholesterol, blood test, blood pressure, body fat analysis, etc. at no cost.

Flu Shots - The City provides flu shots for employees and eligible dependents on an annual basis during the fall/winter months.



Mobile On-site Mammography - Baseline mammograms start at age 35-39 and most insurance plans cover women every year over 40 year's of age. Patients under 35 must provide a doctor's referral. A mobile on-site mammography screening is provided at no cost for women over the age of 40 and women of high risk.

Repetitive Motion Therapy - Free professional upper-body massages are offered to employees in an effort to prevent repetitive motion injuries.

Tobacco Cessation - The City is dedicated to encourage healthy lifestyle choices for all employees, therefore a tobacco cessation program provides up to \$400 reimbursement towards the cessation program, products and related assistance. The reimbursement schedule for a participant is 100% for the first 3 attempts. The reimbursement schedule for a non-participant is 75% for the 1st attempt, 50% for the 2nd attempt and 25% for the 3rd attempt.

LEAVES AND HOLIDAYS

Holidays - Employees are paid for 11 holidays per year, which includes one floating holiday that may be used anytime during the calendar year. There is no carry-over of the floating holiday to the next year. Holidays that fall on a Sunday shall be observed on the following Monday. Holidays that fall on a Saturday shall be observed the preceding Friday.

Sick Leave - Employees accrue 12 paid sick leave days per year. Six of these days are available immediately if you or your dependent(s) become ill.

Vacation - Employees must serve a minimum of six months with the City to be eligible to take accrued vacation. City employees earn paid vacation per the schedule below.

Employee Years of Service Classified Exempt		Number of Days Earned Per Year	
1 – 5		11	
5 – 10		13	
10 – 15	1 – 5	16	
15 – 20	5 – 10	18	
20 – 25	10 – 25	21	
25 – 30	25 – 30	23	
30 +	30 +	26	

Tenured part-time employees earn vacation on a pro-rated basis.

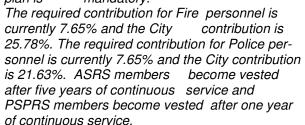
Bereavement - Employees are provided up to five days of paid leave, per occurrence, for the death of an employee's immediate family member (as defined in the Employee Handbook).

Jury Duty - The City encourages employees to perform their civic duty by serving jury duty. An employee who is required to serve as a juror shall receive full compensation providing the employee submits the pay received for jury duty services. Military Training & Leave - Thirty days of training leave will be paid for military or National Guard duty during a two year period. Pay from both the City and military may be kept by the employee. An employee on military leave retains up to five years his/her right to reemployment.

Leave Without Pay - An employee may take leave without pay for up to one year for health, personal or educational reasons with approval of the City Manager.

Retirement - Eligible employees are members of the Arizona State Retirement System (ASRS) and enrollment in the retirement plan is mandatory for employees who meet eligibility requirements. The required employee contribution is currently 8.95%

and the City will match this amount. Fire and Police staff are members of the Public Safety Personnel Retirement System (PSPRS) and enrollment in the retirement plan is mandatory.



The City provides a retiree program in which the employee may continue their group medical and dental coverage for the retiree, spouse and eligible dependent children until the retiree attains age 65 or becomes Medicare eligible. A subsidy of up to \$150 for single coverage and up to \$260 for family coverage is provided by ASRS or PSPRS. In order to receive the subsidy, the ASRS member must have five years of continuous service and the PSPRS member must have one year of continuous service.

EMPLOYEE BENEFITS



SERVICE AT A HIGHER ELEVATION

City of Flagstaff 211 W. Aspen Flagstaff, Arizona